



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA

CREATE CHANGE

Strategic Framework and Action Plan for Sexual Misconduct Prevention and Response



It's vital that we foster a safe and respectful environment, free from all forms of sexual assault and sexual harassment. We must do more to prevent and address unacceptable behaviour by providing enhanced support to survivors and taking a strong stance on prevention.¹

Professor Peter Høj AC
Vice-Chancellor and President
The University of Queensland

¹The Vice-Chancellor's response to the Change the Course report is available at respect.uq.edu.au/article/2017/07/message-vice-chancellor.



Background

In 2017, the Australian Human Rights Commission released results from a national study highlighting significant rates of sexual misconduct² (sexual assault and sexual harassment) on university campuses across Australia.³ The report foregrounded inadequate university responses and support systems for students experiencing sexual misconduct. Since the release of this report, UQ has reiterated our commitment to ensuring our campuses are safe and respectful environments, and that students have access to timely and adequate systems of support. Since 2017, the Sexual Misconduct Support Unit (SMSU) has worked to ensure survivors of sexual misconduct at UQ have access to timely systems of support, including reporting options, 'reasonable measures' and emotional support.⁴ In 2019, UQ Respect was established to support the coordination and promotion of the SMSU and to strengthen UQ's approach to prevention through student and staff focused training, education, and promotional campaigns.

This *Strategic Framework and Action Plan for Sexual Misconduct Prevention and Response* sets out UQ's commitment to providing students and staff with safe and respectful environments free from any forms of physical or emotional harm and discrimination including sexual misconduct. We recognise that preventing sexual misconduct requires action from all levels of society. At UQ, we are building the leaders of the future and we acknowledge that our university environment has the potential to create change through shaping broader social norms across Australia.

Mission

Promote a safe and respectful campus culture by engaging our communities of students and staff in the prevention of sexual misconduct and providing trauma-informed² support for survivors.

This *Framework* aligns with UQ's mission and values, set out in the *UQ Strategic Plan 2018-2021*⁵ through:

- striving for the personal and professional success of our students and staff (**Mission**)
- promoting mutual respect and diversity (**Values**)
- supporting our people (**Values**).

²For definitions of the terms used in this document refer to the UQ Sexual Misconduct Policy and Procedures available at: ppl.app.uq.edu.au/content/1.50.13-sexual-misconduct.

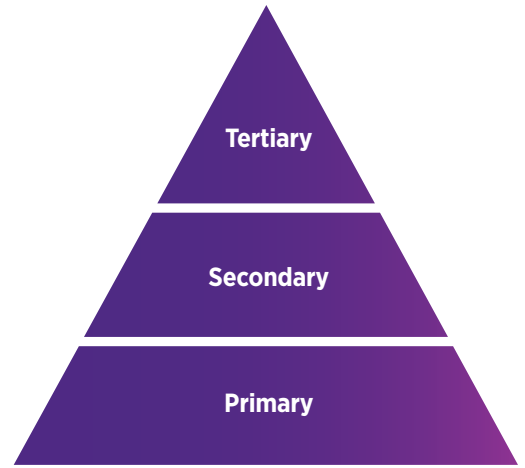
³Australian Human Rights Commission. (2017). *Change the course: national report on sexual assault and sexual harassment at Australian Universities*. Sydney: Australian Human Rights Commission.

⁴See progress report on Change the Course recommendations, available at www.humanrights.gov.au/our-work/sex-discrimination/audit-2018

⁵See the *UQ Strategic Plan 2018-2021*, available at: about.uq.edu.au/strategic-plan/vision-mission-values

A public health approach

Addressing sexual assault and sexual harassment requires action across primary, secondary and tertiary levels of prevention. This approach encompasses support for individuals while striving to ensure the safety and wellbeing of our entire community. Through taking steps in primary, secondary and tertiary prevention, we can ensure our approach to sexual misconduct prevention is not only responsive but also transformative.



Primary prevention

The goal of primary prevention is to halt violence and harassment before it occurs. Our primary prevention response will centre on ensuring our campuses are safe environments for all students and staff, regardless of gender, sexuality, cultural background, ability, religion or any other factor.

We are committed to addressing the root causes of violence, assault and harassment, providing students with education around gender equality, healthy and respectful relationships, and creating an environment of zero tolerance to violence.

Secondary prevention

Secondary prevention focuses on the immediate response to violence or harassment, including acts to stop or change the trajectory of a situation and initial responses to disclosures of sexual misconduct. We are committed to promoting an ethical bystander approach across our campuses, equipping students and staff with the knowledge, skills and confidence to safely intervene when witnessing a potential act of sexual misconduct and to challenge attitudes that condone sexual misconduct and violence against women more broadly.⁶ We recognise that sexual misconduct may be experienced by all people regardless of their sex, gender identity and expression, or sexuality, whether heterosexual, lesbian, gay, bisexual, transgender, intersex or queer. We will ensure our staff are equipped to provide trauma-informed responses to disclosures of sexual misconduct.

Tertiary prevention

Tertiary prevention focuses on care and support after an act of sexual violence or harassment. We recognise that sexual misconduct is experienced by people of all genders, sexualities, ages and cultural backgrounds. We are committed to providing our students and staff with timely and adequate support services through trauma-informed response and care. Our tertiary prevention approaches acknowledge that trauma can affect every aspect of a person's work, study and home life. The SMSU will provide assistance to survivors and their supporters and also work with perpetrators where appropriate. We will continue to encourage reporting of incidents of sexual misconduct including anonymous and third party reporting. We will maintain our strong partnership with the UQ Integrity and Investigations Unit to ensure all matters of sexual misconduct, applicable under the *Sexual Misconduct Policy and Procedures*, are investigated in a robust and timely manner.

UQ Respect Goals



⁶Sexual misconduct is experienced by people of all genders. Women experience disproportionate rates of sexual misconduct and research indicates that prevention of sexual misconduct must include challenging social and cultural norms that support and condone gender inequality and violence against women.



Underpinning principles

Whole of university approach

We recognise the importance of a 'whole-of-organisation' approach.

We are committed to establishing robust and best practice sexual misconduct policies and procedures supported by visible leadership, comprehensive student and staff engagement, and ongoing commitment to cultural change.

The gendered nature of sexual misconduct

Sexual assault and harassment can happen to anyone, and every survivor deserves to be treated with respect and to have access to adequate, trauma-informed support systems.

We acknowledge that sexual misconduct is driven by social and cultural norms that support strict notions of gender identity and expression, gender inequality and condone, excuse or trivialise violence against women.

We will strive to ensure all survivors from our community have access to timely, trauma-informed support, while working to address underlying, structural causes within our campus environments.

Intersectionality

For key groups within our society, social systems of power (e.g. sexism, racism, homophobia) intersect with individual identities (e.g. gender, sexuality, cultural background) to create unique and exacerbated experiences of sexual assault, sexual harassment and other forms of violence. We acknowledge that broader social drivers influence people's experiences of violence in different and complex ways. In responding to and preventing sexual misconduct, we will strive to acknowledge the unique social locations our students and staff inhabit and address broader, structural inequalities that support sexual misconduct.

Scope

This *Framework* sets out UQ's approach to response and prevention of sexual misconduct on our campuses. We are committed to continued and improved provision of support for students and staff who have experienced sexual misconduct and further acknowledge that primary prevention requires long-term culture change.

Measuring success

We acknowledge the importance of robust monitoring and evaluation systems to ensure our goals are achieved. We will endeavour to track our progress over the long term using internal and external quantitative and qualitative evaluations.

Governance

UQ Respect, which includes the SMSU, is responsible for implementation of this *Framework*. The VC's Advisory Committee on Sexual Misconduct oversees the implementation of this *Framework* and supporting *Action Plan*, which are reviewed every three years with input from internal and external stakeholders.



Action Plan

Aim

The *Action Plan* provides a map for implementing the *Strategic Framework* over the next three years (2020-2023).

Objectives

1. Promote a culture of safety and respect across our campuses and learning and research environments.
2. Promote respectful, consensual and safe relationships among our community.
3. Support members of the UQ community who have experienced sexual misconduct, including those whose experiences are unrelated to UQ but affecting their learning, work and/or research.
4. Provide clear and transparent policies and procedures, including confidential methods of making formal reports of sexual misconduct to the University.
5. Promote compassionate and trauma-informed first response to disclosures of sexual misconduct and increase awareness and visibility of support services available to the UQ community.

Key actions

PRIMARY PREVENTION		
Activity	Objective	Action
Online module	1, 2	Implement and promote a new online module that is relevant to our community, available to all staff and students.
Student-focused consent and respect campaign	1, 2	Support a student-led consent and respect campaign across all campuses.
		Refreshed and re-implemented at the beginning of each calendar year.
UQ Sexual Misconduct Policy and Procedures (also secondary and tertiary)	1, 3, 5	Increase awareness of the <i>Sexual Misconduct Policy and Procedures</i> .
		Develop translation document to support students and staff to navigate and understand expectations and procedures.
		Review <i>Sexual Misconduct Policy and Procedures</i> .
		Provide support to colleges to update policies and procedures where necessary.
Respectful relationship training	2	Provide students with training on consent and establishing and maintaining respectful intimate relationships.
Respectful supervisory relationships campaign	1, 2, 3	Integrate <i>Universities Australia Respectful Supervisory Relationships Principals</i> into supervisor induction processes.
		Provide training modules to academic staff.
		Develop and disseminate accessible handout based on <i>Universities Australia</i> recommendations.
		Promote respectful supervisory relationship principles with students including understanding rights and boundaries.
Sexual misconduct prevention and respectful campus culture training (also secondary prevention)	1, 2, 5	Continue and strengthen <i>Sexual Misconduct Response and Prevention 101</i> staff development training.
		Adapt <i>Sexual Misconduct Response and Prevention 101</i> course for students.
SECONDARY PREVENTION		
Activity	Objective	Action
Ethical bystander promotion (also primary prevention)	1, 2, 3	Collaboratively develop a student-led ethical bystander marketing campaign promoted during semester and at key events.
		Refreshed and re-implemented each calendar year.
		Deliver ethical bystander information to students including short presentations and interactive, practical training.
		Deliver ethical bystander training to staff.
		Make information about being an ethical bystander accessible to students and staff communities via the UQ Respect website.
First response training	1, 3, 4, 5	Develop and promote a campaign providing education around trauma-informed response and services and supports available at UQ.
First Responder Network	1, 3, 4, 5	Strengthen the First Responder Network through increasing membership and providing ongoing and up to date training, community of practice and increasing visibility.
TERTIARY PREVENTION		
Activity	Objective	Action
Sexual Misconduct Support Unit (SMSU)	3, 4	Continue and strengthen support available to survivors of sexual misconduct and their supporters at UQ.
		Improve data collection, tracking and reporting systems.
		Improve student awareness of SMSU and reporting options.



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Contacts

UQ Respect Coordinator

For information regarding the *Strategic Framework, Action Plan* or related initiatives at UQ.

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Sexual Misconduct Support Unit (SMSU)

For counselling, guidance and academic support for survivors of sexual misconduct and their supporters at UQ.

T +61 3443 1000
E sexualmisconductsupport@uq.edu.au
W respect.uq.edu.au/support

To make a confidential report about sexual misconduct at UQ

W respect.uq.edu.au/report

In an emergency

In a campus emergency call **3365 3333**
For 24 hour support call **1800 Respect**

UQ Respect

CRICOS Provider 00025B